

APPENDIX B

EXAMPLES OF MOBILIZATION MANPOWER PLANNING ASSUMPTIONS¹

The following shall be used as assumptions for manpower mobilization planning and resource programming. These shall not be construed to represent or prejudice the actual U.S. response to any particular future crisis.

ACTION	A. For a worldwide multitheater conflict, assume that:	B. For a contingency of lesser magnitude than that covered in A. , e.g. a single theater conflict, but, still involving the commitment of a substantial portion of the available military forces, assume that:	C. For a contingency involving the commitment of substantially fewer forces than that covered in section ff. , assume that:
1. Emergency declaration and implementation of mobilization	1. Congress will declare a national emergency. The Department of Defense will implement a full military mobilization. The possible need for implementing a total mobilization will then be considered by the Department of Defense.	1. Congress will declare a national emergency. The Department of Defense will implement a partial mobilization. This mobilization may be incremental, rather than instantaneous. The possible need for implementing a full mobilization will then be considered by the Department of Defense.	1. The President may declare a national emergency and implement such mobilization actions as those described below.
2. Selective Service Indiction	2. On M-Day, Congress will authorize Selective Service to assume induction.	2. The decision to reinstitute Selective Service induction will be made on or after H-Day, as required.	2. Selective Service classification and examination of potential inductees may be reinstituted.
3. Terms of Service	3. On M-Day, all terms of service (definite and indefinite) will be extended for the duration of the conflict plus 6 months.	3. Scheduled separations for active duty and Ready Reserve personnel will be deferred for the duration of the emergency.	3. Scheduled separations for active duty and recalled Ready Reserve personnel will be deferred for the duration of the contingency.

¹/ Based on DoD Instruction 1100.19, "Wartime Manpower Planning. Policies and Procedures"

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EXAMPLES OF MOBILIZATIONMANPOWER PLANNING ASSUMPTIONS (Continued)

ACTION	A. Multitheater Conflict	R. MajorSingle Theater Conflict	C. Minor Conflict
6. Reserve Com - ponents and mili- tary retirees.	4. On M-Day, all reserve com- ponent units and personnel will be mobilized. Ready Reserve, active duty retirees, Standby Reserve, and Retired Reserve will be recalled as required.	4a. Requests for nondisability military retirement will be deferred for the duration of the emergency. 4b. Selected Reserve units and individuals will be mobilized as required to deploy to the single theater of operation or replace active component units deployed in support of the emergency or to expand the CONUS base. 4c. Individual reservists and military retirees will be recalled as required to bring active component and mobilized reserve component units to wartime manning levels and to ensure replacements for forces deployed to the emergency and to expand the CONUS base.	4a. Requests for non- disability retirement. by active duty and re- serve personnel will be deferred for the duration of the contingency. 4b. Augmentation of the Selective Service System and the Military Enlist- ment Processing Stations will immediately follow initial U.S. response to the contingency if classification and ex- amination are resumed. 4c. The Presidential Selected Reserve call-up authority will be used as required to augment active com- ponent forces. Invol- untary recall of military retirees and voluntary recall of IRRs, INGs, or retired reserve com- ponent military personnel, or both, will be at the discretion of the Secretaries of the Military Departments.

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EXAMPLES OF MOBILIZATION MANPOWER PLANNING ASSUMPTIONS (Continued)

ACTION	A. Multitheater Conflict	B. Major Single Theater Conflict	C. Minor Conflict
5. Personnel awaiting initial military training.	<p>5a. On M-Day, personnel in the Delayed Entry Program (DEP) will be called up for training. The Secretaries of the Military Departments may authorize delay in the call-up of DEP personnel under 18 years of age or still in high school.</p> <p>5b. Selected Reserve personnel awaiting initial active duty for training will be mobilized with their units and sent to training. Delay provisions in subsection A.5a., above, apply.</p>	<p>5a. DEP personnel may be called up for training at the discretion of the Secretaries of the Military Departments on or after M-Day. The Secretaries may authorize a delay in the call-up of DEP personnel under 18 years of age or still in high school.</p> <p>5b. Selected reserve component personnel awaiting initial active duty for training will be mobilized with their unit and then sent to training. Delay provisions in subsection 5a. above, apply.</p>	<p>5. Voluntary call-up of DEP personnel or reserve component personnel awaiting initial active duty for training will be at the discretion of the Secretaries of the Military Departments.</p>
6. PCS moves and delay en route	<p>6a. Beginning on M-Day, all permanent change of station (PCS) moves will be solely for the convenience of the Government.</p> <p>6b. Beginning on M-Day, delay en route time will be:</p> <p>(1) In addition to expected transit time, one day of delay en route for patients returning to duty from in-theater medical facilities located in the communications zone.</p>	<p>6. PCS moves and delays en route will be in accordance with subsection A.6.</p>	<p>6a. All PCS moves will be solely for the convenience of the Government, to provide priority manning for the theater of operation and deploying units. This policy applies from the day a deployment (contingency) operation commences.</p> <p>6b. Delay en route provisions in subsection A.6b. apply.</p>

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ACTION	A. Multitheater Conflict	B. Major Single Theater Conflict	C. Minor Conflict
	(2) In addition to expected transit time, one day of delay en route for all replacements at both embarkation and debarkation points.		
7. CONUS support establishment jobs	7. Military personnel occupying CONUS-support establishment jobs that must be performed in wartime may be replaced by civilian personnel or recalled military retirees, consistent with the stabilization of key mobilization positions. Replaced military personnel may be transferred to deploying units or made available as replacements.	7. Same as A.7.	7. Same as A.7.
8. National Defense Executive Reserve.	8. On M-Day, all members of National Defense Executive Reserve units will be notified when to report for work.	8. Members of National Defense Executive Reserve units will be called up as <i>required</i> .	
9. Strength ceilings.	9. On M-Day, personnel strength ceilings imposed by law or the Office of Management and Budget (OMB) shall be waived.		9. Personnel strength ceilings imposed by law or OMB will be waived, if required, beginning the day a deployment (contingency) operation commences

APPENDIX R

EXAMPLES OF MOBILIZATION MANPOWER PLANNING ASSUMPTIONS (Continued)

ACTION

A. Multitheater Conflict

B. Major Single Theater Conflict

C. Minor Conflict

10. Civilian employees

- 10a. On H-Day, civilian employee emergency hiring and management authorities delegated to the DoD Components will be activated. Regulatory restrictions such as time in grade requirements will be waived.
- 10b. On M-Day, all local employment offices established by the U.S. Employment Service will be notified to give priority to recruiting workers for defense installations.
- 10c. Beginning on M-Day, civilian employees who are eligible for retirement will be encouraged to remain on duty for the duration of the conflict.
- 10d. Beginning on M-Day, manpower made available by work-load termination and deferral or by unit inactivation will be reallocated to higher priority tasks.
- 10e. The work week per shift for civilian personnel located at activities not in hostile fire areas will be 60 hours through M+60 days; thereafter, the work week per shift will be 48 hours.

- 10. Civilian manpower mobilization planning assumptions contained in subsections A.9. and A.10. will apply as required.

- 10. If a national emergency is declared, civilian manpower mobilization planning assumptions contained in subsections A.9. and A.10. will apply as required.